

School Culture Survey

Schools differ in many ways. One difference between schools is the character of their organizational culture. The culture of an organization can be understood by the shared norms, values, and beliefs of members of the community. This survey asks you to think about your school as a workplace and to assess the degree to which each of the following norms/values are consistent features in the worklife of your school. *The norms/values used in this survey were derived from the work of Matthew King and Jonathan Saphier (Ed. Leadership, March, 1985).*

<p>Thank you for completing this survey.</p> <p><i>Remember, the focus of the survey is your school <u>as a whole</u>.</i></p> <p>Please rate each of these norms/values on the following scale:</p>	<p>1. Almost always characteristic of our school</p> <p>2. Generally characteristic of our school</p> <p>3. Seldom characteristic of our school</p> <p>4. Not characteristic of our school</p>
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For each norm/value that you score 1 or 2, please provide a recent illustrative example of how that norm is demonstrated through individual or organizational behavior

Norm/Value	Rating	Recent Illustrative Example (s)
a. Collegiality (professional collaboration on educational issues)		
b. Experimentation (interest in exploring new, not yet proven techniques)		
c. High Expectations (a pervasive push for high performance for students and teachers)		
d. Trust & Confidence (a pervasive feeling that people will do what is right)		
e. Tangible Support (financial and material assistance that supports teaching/learning)		
f. Reaching out to the knowledge base (use of research, reading of professional journals,		

workshops...)		
g. Appreciation & Recognition (acknowledgment of quality student/staff work and effort)		
h. Caring- Celebration-Humor		
i. Appreciation of Leadership (specifically leadership provided by teachers/principals/ professional staff)		
j. Clarity of Goals		
k. Protection of What's Important (school goals and priorities)		
l. Involvement of Stakeholders in Decision-Making (those who will be affected by decisions are involved in making them)		
m. Traditions (rituals and events that celebrate and support core school values)		
n. Honest, Open Communication		